Experience Sharing

Of My PhD – *Dr. Iraban*

The Process

1. Admission
2. Course Work
3. Research Work
4. Publication
5. Pre-Viva Submission
6. Final Defense

1)
- ✓ Written Test
- ✓ Synopsis Proposal
- ✓ Title Submission

2)
- ✓ Theory Study (Research Methodology, Subject)
- ✓ Examination

3)
- ✓ Define Hypothesis
- ✓ Literature Survey
- ✓ Periodic Progress Report
- ✓ Data Collection
- ✓ Data Interpretation

4)
- ✓ Publish Papers
- ✓ Presentation in Seminars

5)
- ✓ Thesis Validation
- ✓ Document Submission

6)
- ✓ Defending Thesis
- ✓ Justifying Hypothesis
- ✓ Societal Use

The Title

Strategic role of HR in

optimizing organizational performance

via Positive Psychosocial ties of employee with top management

and KPI assessments processes.

Publications:

- FORMATION OF ORGANIZATIONS ECONOMIC MOTIVATION SYSTEM BASED ON KPI INDICATORS – *Journal of Oriental Research*

- ANALYSIS OF POSSIBLE GAPS BETWEEN ACTUAL AND TARGETED PERFORMANCE POINTED OUT THROUGH STRATEGIC KPIS – *Shodhasamhita, UGC Care Group*

The Objectives

- To investigate the impact of top management's core self-evaluation and grandiose narcissism on firm performance.

- To analyse the Role of strategic HR to enhance the performance of organization

- HR to analyse psychosocial relationship with top management and Key Performance Indicator (KPI) assessments techniques.

- To explore how complex Top Management's behavioural characteristics affect Organizations' outcomes.

The Data

The variables considered for this study include:

- Five Demographic variables (Gender, Age, Level of Job, Qualification, Tenure)

- Two Org variables (# of Emp, Industry Type)

- Five HR practices (Recruitment & Selection, Compensation Practices, Training Practices, Performance Appraisal, and Promotion Practices)

- Two Dependent variables (perceived employee and organizational performance)

Independent Variables		
1	RS	Recruitment & Selection
2	CP	Compensation Practices
3	TP	Training Practices
4	PA	Performance Appraisal
5	PP	Promotion Practices
Dependent Variables		
6	PEP	Perceived Employee Performance
7	POP	Perceived Organizational Performance
Demographic Variables		
Individual Characteristic		
8	GEN	Gender
9	AGE	Age
10	Level of Job	LJ
11	QL	Qualification (Educational)
12	TE	Tenure (in years)
Organizational Characteristic		
13	NOE	No of Employees
14	IT	Industry Type

The target groups were made up of three levels of participation: one from the top, one from the middle, and one from the lower levels of management in three separate firms. 630 HR experts from 210 organizations were chosen for the study.

The Findings

Findings From Perceived Employee Performance (PEP) And Perceived Organization Performance (POP):

- PEP was found to be independent of all demographic variables except "level of job"

- POP in Indian service organizations is independent of all person demographic variables

- It can be concluded that Indian service firms with good human resources strategies will have employees who do a better job.

- Compensation practices (CP) and Training practices (TP) in Indian service org. can be used to predict org. outcomes.

- Three HR practices—pay practices, recruitment &selection, pay practices, and promotion practices—had a big effect on how well employees did their jobs in Indian service organizations.

- Two HR practices—recruitment and performance appraisal—are good predictors of how well employees do their jobs in Indian manufacturing organizations.

The Regression Factors

Sl#	KPI Dependencies	Regression
1	Predictors of PEP in Indian Service Organizations.	PEP = .818 +.372 (RS) + .248 (CP) + .194 (PP)
2	Predictors of PEP in Indian Manufacturing Organizations.	PEP = .305 + .254 (RS) + .205 (CP) + .318 (TP) + .176 (PA)
3	Predictors of POP in Indian Service Organizations.	POP = .378 + .453 (CP) + .420 (TP)
4	Predictors of (POP) in Indian Manufacturing Organizations.	POP = .010 + .249 (RS) + .348 (CP) + .401 (TP)

RS	Recruitment & Selection
CP	Compensation Practices
TP	Training Practices
PA	Performance Appraisal
PP	Promotion Practices

The Findings

Findings From The Impact Of Top Management's Psycho-Social Relationship With Employees:

- Employees who feel valued and supported by top management are more engaged and committed to their work. This can lead to higher levels of productivity, job satisfaction, and lower turnover rates.

- Communication is a key factor in the psycho-social relationship between top management and employees.

- Employees who feel that top management communicates openly and honestly are more likely to feel valued and supported.

- Regular communication channels such as one-on-one meetings, employee surveys, and company-wide updates can improve the psycho-social relationship between top management and employees.

- The impact of the psycho-social relationship between top management and employees may be more significant in service-oriented organizations, where employees may have more direct contact with customers.

- Employee turnover rates, absenteeism, and productivity can be used to measure the impact of top management's psycho-social relationship with employees.

The Societal Use

- This study helps in defining the significance of a SHRM role in organizational growth.

- This can be used defining various KPI parameters for organizational performance measurement.

- The Study reveals the productivity improvement by various motivational factors that includes the psychosocial relationship of executives with employees.

- The regression factors can be used for further KPI improvements and defining individual success factor of employees.

- Further study can be made for defining and measuring the relationship in a quantitative measurement criteria and implementing the same for organizations.

Thank You

Acknowledgement:

1) Guide: Dr. Aswhini K Raj, Dept. of Psychology

2) Research Cells, RGU, Jharkhand

3) Family and Friends